



Governor Brian Schweltzer

# *Montana*

## **Department of Labor and Industry**

### **Workforce Services Division**

## **INCUMBENT WORKER PROGRAM FACT SHEET**

### **What will the Incumbent Worker Program do?**

The Incumbent Worker Program will provide education, training and skills enhancement to individuals who are currently employed by small business or in a Registered Apprenticeship Program. This one-time demonstration project will allow both entities the opportunity to access training funds, that otherwise are unavailable. It is anticipated that this training will result in additional pay and career paths for employees and businesses to have greater economic opportunities and industrial expansion in their area.

### **Why is this Incumbent Worker Program needed by the State of Montana?**

The program will provide access and funding for training services to small business with fewer than 20 employees. Other programs offered by the State are targeted to larger business or workers who are unemployed. The program targets those who are currently employed with opportunities for career advancement or greater pay once training is completed.

### **What is different about this Program as compared to other programs?**

Currently these types of opportunities are only offered to those who are unemployed.

### **Why is this Program better suited for Montana?**

The Incumbent Worker Program is a specialized pilot demonstration program that suits the specific needs of the majority of Montana's employers who carry less than 20 full time employees. It is designed to impact those workers who have not been specifically covered under any other State or Federal Program.

### **What will the Incumbent Worker Program provide?**

The program will provide education at two year or four year technical schools or colleges, specialized skill training for high demand and wage occupations, and assistance in funding the educational requirements for Registered Apprentices employed by small businesses.

### **What are the qualifications for applying?**

Any small business that provides economic opportunities and high demand occupations, with fewer than 20 full time employees can access information regarding the program after July 1 at their local Job Service Workforce Center. Applications will be reviewed by Center staff to assess the short and long term impacts and measure the application against funding availability.

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**Who else will the Program serve?**

The Incumbent Worker Program will serve employees of small businesses (20 or less employees), including the business owner, by coordinating training and providing case management for each individual enrolled into the program. Each program participant will be tracked to ensure the maximum benefit to the training received.

**How many business and employees will the Incumbent Worker Program serve?**

It will offer training services limited only by the \$250,000 set aside for the demonstration project. Based on past training programs it is anticipated that approximately 100 employees could be impacted.

**What is the Incumbent Worker Program budget?**

The Incumbent Worker Program is budgeted at \$250,000 per year. No staffing will be charged to the program during the demonstration period in order to provide maximum training services to businesses and employees.

**How is the Program evaluated?**

The Incumbent Worker Program will be monitored by the DLI Programs and Oversight Bureau and performance will be measured based on "Common Measures" under USDOL guidelines.